A Study on Work Life Balance among Married Women Working in Selected government offices of Nanded District-Maharashtra

Introduction

The specific expression ``Work-Family Balance'' was first used in **UK in late 1970** to define an individual's stability between work life and personal life. Over the past years there was a change in terminology from work-family balance to present work-life balance, which acknowledges that - besides family; people are occupied with multiple roles in their personal and professional life to fulfil varied goals.

Work and life is depending upon each other. Work is most important in our life. Work–life balance is the maintenance of a balance between responsibilities at work and at home. Work-life balance does not mean equal balance between professional and personal life. It is careful synchronisation of an individual's varied pursuits that may include family, work, leisure, social obligations, health, career and spirituality.

Work-life balance gained importance in the recent past, especially in the developing countries. Work-life balance affects both the genders. In case of females married women are the most affected by the issue of work-life balance since they have to play multiple roles and it becomes difficult for them to strike a perfect balance between work and family. Work – life Balance of women employees has become an important subject since the time has changed, where both men and women equally share the responsibility of earning for the betterment of their family life.

Work-life balance has been describe in many different ways, including being judged by one prominent commentator as a complete misnomer on the grounds that work is, for most of us, actually a very important part of life. Through a broad lens, we simply define work life balance as the healthy blend of an employee's professional and personal responsibilities. Today work still is a necessity but it should be a source of personal satisfaction as well. Work-life balance describes the relationship between yours work and the commitments in the rest of your life, and how they impact on one another employees, employee and government want to maximize participation in the workforce.

Traditionally the role of women used to be of cooking, cleaning, raising children etc. They were looked upon as care giver or as home keeper and were denied access outside home. Today women have made their mark in every field. Be it literature, arts, polities, sport, corporate or any other sphere women are ready to take up challenges. Times are changing from traditional where the husband earned and the wife stayed at home to the modern when the husband earns and the wife earns too. But the wife still cooks, washes and runs the house. Although women have started spreading her wing in all spheres of life but the traditional concept of the women as the home maker has not gone away from peoples mind. So today`s women are striving continuously for work life balance.

Statement of the Problem:- Major Parts of Indian women are allowed to work; still they face some problem in work-place and family. The problem faced in their work place are Indian working do not get the respect from their male colleagues in the workplace. In case of married working women is they are not allowed by family members to go for office tour. Gender discrimination is another problem faced by women in case of pay. Even women professional are in high position in their office, they have to return from office in correct time, cook, clean and look after their family affairs.

Objectives of the Research study:-

- The main objectives are:
  1. To determine the factors affecting work life balance among working women.
  2. To study the effect of work-life balance on the personal life and impact on their Health.
  3. To examine the effect of work life balance on work performance and work attitude.
  4. To know the source of support to promote the work life balance of working women's.
  5. To study the prevalence of work-life balance problem among the married working women.
  6. To study the effect of work-life balance on the quality of life of married working women.

Hypotheses of the study:

H0 1: Work-life balance does not affect significantly on the personal life and health of the Women.

H0 2: Work-life balance does not affect significantly on the performance and attitude of Women.

H0 3: Source of support do not promote significantly on the work-life balance of Women.

H04: Work life Balance & life of married women are significantly differ.

H0 5: Work life balance do not affect Significantly the relationship with Relatives & Colleagues.

Review of Literature; In order to fulfil the set objective of the study, it is pertinent to review the available literature on the related aspects of the present study . the basic purpose of the review is to make an attempt to refer possibly all the available literature to take the sotck of the available information, data etc published In the form contents of the websites book, journals, thesis , paper presentations, articles news items, newsletters etc.Work life balance studied the effects of family life on women's job performance and work attitudes. The result revealed that women with children were significantly lower in occupational commitment relative to women without children; contrary to expectation, women with younger children outperformed women with older children. In order to fulfil the set objective of the study, it is pertinent to review the available literature on the related aspect of the present study.

1) V.T.R. Vijayakumar, Mrs.S. Asha Pravin, Mr.J.Dhilip studid by "A Study on Work-Life Balance among Married Women Employed in Engineering Colleges. In this research paper included work-life balance is the idea that good balance between one's occupation and private life can improve both the quality of life and productivity the quality of life and productivity at work. Researchers explain women work-life balance is not as simple as it sounds. The relation between the attitudes of different cadre of women employee towards the conflicting demand at home and work life and personal life are the two sides of the same coin. It is important women work-life for employees to maintain a healthy balance between work and their private lives. The source of support and factors that hinder the work-life balance of the employees

2) The Research Paper entitles " WORK LIFE BALANCE OF WOMEN EMPLOYEES WITH REFERENCE TO TEACHING FACULTIES". Written by K. Santhana Lakshmi and S. Sujatha Gopinath. Published by Internal journal research in management and Technology. The author tries to explain. Work – life Balance of women employees has become an important subject since the time has changed from men earning the family living in today's world where both men and women equally share the responsibility of earning for the betterment of their family life. Studies have shown that the majority of women are working 40-45 hrs/week out of which almost 53% of them struggle to achieve work-life-balance. Positive Work-Life Balance To achieve a positive work-Life Balance, women should be pro-active and plan her professional and personal schedules well in advance so that both are equally balanced and the end result is satisfaction. Women working help the women employees to work peacefully without any family, children tension so that they able to give their best at work.

3) This research paper title is "A study on Work-Life Balance in Working Women". written by G.Delina Ph.D. Research Scholar. This research scholar studied Very few women had the access to higher education and they were forced to be at the mercy of their fathers' or husbands' attitudes towards women and work. The fast developing knowledge economy has given place for more number of women to be enlightened by higher education. Education has not only empowered them but also has given them robust carrier. To study the prevalence of work-life balance problem among the married working women. To study the work-life balance problems of married working women across their demographic characteristics such as age group, number of children and spouse's profession. ¾ To study the effect of work-life balance on the quality of life of married working women.

4)This research paper written by Dr. R. Prabhakara Raya. Published by International Journal of Commerce, Business and Management, Work–life balance is defined as an employee's perception that multiple domains of personal time, family care, and work are maintained and integrated with a minimum of role conflict (Clark, 2000; Ungerson &

Yeandle, 2005). Work–family balance reflects an individual's orientation across different life roles, an inter-role phenomenon (Marks and MacDermid, 1996). Work-life balance is a key issue in all types of employment as dual-career families have become common and high work demands with long working hours have become the norm. The importance of helping employees achieve a balance between the demands of their work and their home lives has been emphasized. Demographic changes as seen in the increasing number of women in the workplace and dual career families have generated an increasingly diverse workforce and a greater need of employees to balance their work and non-work lives (Bharat, 2003; Komarraju, 1997; Rajadhyaksha & Bhatnagar, 2000; Ramu, 1989; Sekharan. attainment of both men and women. The consequences for women may include serious constraints on career choices, limited opportunity for career advancement and success in their work-role, and the need to choose between two apparent opposites—an active and satisfying career, or marriage, children, and a happy family life. Work and family balance, in a way, deals with the role balance of an individual both at home and work.

5) Mitzi Weinman Vivian Giang 8 months ago Great article, Vivian! The term work-life balance is a misnomer. It's all life and there really isn't a way to get "perfect" balance. What I find folks are looking for (I write about in my recently published book, "It's About Time!") is quality time. That can mean spending time with our children, alone meditating, reading a book, going out with family or friends or working. It's whatever we want it to be. The benefits of "me time" allows us to to reinvigorate oneself and re-energize! Feeling guilty about taking "me time" is wasted energy and can lead to resentment and even being grouchy.

6)Carol Emslie & kate Hunt, Live or work? A qualitative study of gender and work-life balance among men and women in mid-life negotiate the intersections between paid work and other areas of life. The study report that in this field has focused on role conflict, work-home conflict, role strain. Many contemporary studies of work and home life either ignore gender or take it for granted (Gerson 2004). Research finding that they looking the men had been the main bread winners while the women had taken time out of the labour markets or arranged their paid work around their family life.

7)British journal of industrial relations, "High – performance management practices,working hours and work-life balance". Written by Robert Frost's this author says that acerbic observation on the costs of success at work has a particular resonance in an age when the concept of work life balance is never far from the public discourage. British men work an average of 3.5 hours per week more than those in the second highest country (Greece), while while british women work 0.8 hour per week longer than the second highest (Sweden) (social Trends 2001) .

8) According to Nelson and Burke, women in academic tend to experience chronic stressors such as the glass ceiling, workload and role overload, maternal wll, and Inappropriate Behaviour and Sexual Harassment. Gail Kinsman and Fiona Jones in their article "a Life Beyond Work?" examined work demands, work-life balance was generally poor and most respondents wished for more separation between their work and home lives. On the whole, academics that perceived more control over their work, more schedule flexibility and more support from their institutions had a better work-life balance.

9)Research by Kenexa research Institute(2007) show that those employees who were more favourable towards their organizations efforts to leave the organization, greater pride in their organization, a willingness to recommend it as a place to work and higher job satisfaction. In a study conducted among problem in achieving work life balance than their counterparts working in Australia. This tends to improve overall life satisfaction. Thus the study concluded that UK women academics are not as satisfied with their work life balanced as Australian women.

Research methodology:

- **Phase I: - Primary Source**:- Required and necessary information were collected from the respondents visiting in person scattered in various selected government offices across a Nanded District. For the collection of primary data from the respondent separate questionnaire has been design and distrusted among the respondent and requested them to provide exact and correct information. Primary information also were collected by observation and conducting short interview, interaction and through dialogue

- **Phase II:- Secondary data**:- The required information for the research work were collected from various secondary source of data collection like research paper, research articles, books, research journals, news papers, government record of reports, review of literature and extensive use of various web sites.

Methods of study: this is descriptive study conducted in sixteen talukas government offices of Nanded district.

Research Instrument/ Tools of data collection:-

1. Suitable questionnaires have been design for women's to obtain these design information from the respondents questionnaires were closed ended.
2. And interview methods in person or telephonic method also used.
3. Observation method was also used to get first hand information.
4. Discussion was held with, the working women's.

Sample Design:

For the research study sixteen Talukas in Nanded Dist. government offices namely Deputy collector offices, Police Station offices, post offices, Bhumi Aabhilekh offices, Municipal corporations, Tahasil offices, Panchayat samities, Telephone offices, MSCB Offices, and BDO offices will be selected, the list of women's will be obtained from authorities. As per the list women working in ten offices as shown in table below.

Sr. No.	Name Of Office	No. Of Women
1	Deputy Collector office	36
2	Police stations office	365
3	Post offices	65
4	Municipal corporations	70
5	Bhumi Aabhilekh offices	38
6	Tahasil offices	72
7	Panchayat samities	70
8	Telephone offices	39
9	MSCB Offices	25
10	BDO Offices	40
	Total Women	820

Methods of sample selection:

To collect sample from the population the researcher will collect the list of respondents from the sample government offices. As per the list obtained from the government offices teach seen that number of women's working in sample offices are small in number. Hence researcher selected census method of sample selection, to get accurate result of the researcher.

Statistical Tools:-

The following statistical tools have been used to present analysis and interpret the collected data of the present study.

- Table
- Average
- Percentage
- Chi-square test
- Weighted Arithmetic Mean
- Garrett Ranking

Limitations of the Research Study:-

- Sample size taken in to consideration is only 250 out of 820.
- Only married employees in government as work life imbalance can be a problem with work, work support and work expectations.
- Research was carried in single District – Nanded.

Chapter scheme:

Chapter I: Introduction to the study

Chapter II: Concept of work life balance

Chapter III: Research methodology

Chapter IV: Review of literature

Chapter V; Profile of selected government offices

Chapter VI: Analysis and data interpretation

Chapter VII: Findings, conclusion and suggestion